



# The Guardian

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November 2008

## Standing in Honor

By Officer Clayton Powell, South Precinct

I have reached the stage in life, both professionally and personally, whereby I have grown to accept constructive criticisms and opinions from others, whether those opinions come from close friends or co-workers. There are some who have come to fit both categories over the years. Those who know me well know that I do not have a problem expressing myself. At times I have been referred to as frank, crude, audacious, or even callas. Other times I have been labeled as direct, straight foreword, insensitive, or bluntly honest. Nonetheless, I fret not any of the preceding labels as long as respectful, tactful, and, in most cases, professional are also included. I try to display the ladder traits in my expressions or opinions whenever possible. Hopefully I can be forgiven for my effrontery. As the saying goes, “In the end all a man has is his word”.

Given that, and taking into consideration that an opinion is, according to Webster’s Dictionary of the English Language, a judgment or belief formed without certain evidence. Therefore, what I say is simply an observation based on what I see. Keep in mind I am simply expressing an opinion...something I value as I do that part of my anatomy I protect to the utmost. At this point, I feel obligated to extend a warning. If you are the overly sensitive type or you take opinions to heart, please cease with this reading now, go to another subject matter, or just set your paper aside and watch Katie Couric on the evening news. If you chose to stick with me, here we go. In the month of September, two Law Enforcement Officer’s lives were taken, while on duty, in the state of Washington: one a federal officer and one a county deputy. Both were very beloved officers, both considered very passionate about their profession, both whose lives were taken in shootings at the hands of crazed lunatics with no regard for life or limb, and both were female. I have been a member of the Seattle Police Honor Guard for over 12 years and I do not recall when two female officers lost their lives in such a short span of time. Does the fact that the slain officers were females make the loss any more or less significant? No. You would have to have attended the services to hear how revered and loved the officers were and

maybe, just maybe, you would have felt the significance of their loss.

What an opportune segues into the meat of my reason for putting ink to paper in this issue of our *Guardian*. As I looked around at the service for Deputy Anne Jackson of the Skagit County Sheriff’s Department (E O W September 2<sup>nd</sup>, 2008) held on September 9<sup>th</sup>, I noticed a very strange visual. I observed the various Honor Guard and Class A uniforms in attendance. Some uniforms were adorned with the stripes, bars, and stars indicating the ranks of those who wore them and took the time to attend and pay their respects. While overlooking the sea of uniforms, my eyes were filled with red...R.C.M.P. (Royal Canadian Mounted Police) red. The numbers of bright red tunics numbered too many to count with the limited time I could take to tally, but I heard it was close to 150 give or take a few. There were command staff members from numerous departments in the region and our friends to the north. There were uniforms from departments I had never heard of: from small towns in outlying areas that, unless you know someone who lives or works there, you would not know the place existed.

The second of these services, for United States Forest Service Officer Kris Fairbanks, (E O W September 20<sup>th</sup>, 2008) was held in Pt Angeles on September 29<sup>th</sup>. Once again, I will use the officers from north of the border as an example of those who took time to come and support the agency whose officer went down. True to form, the R.C.M.P. uniforms, and those from various other agencies in and around the greater British Columbia area, were very noticeable within the ranks. Although they were smaller in numbers than at the service for Deputy Jackson, they stood proud and strong in their show of support; and they came from another country, not just another city. I can not think of any reason there should not have been a sea of blue, Seattle Police Blue, at these services. Perhaps someone can give me a reason...a logical reason.

You may be asking, “Ok CP, what is your point?”

With all of the uniforms present at both of these heartwarming services, the numbers of uniforms from the nationally accredited Seattle Police Department were minimal. That stamp of C.L.E.A. Accreditation must mean something, other than an acronym; I just don’t know what it is. If not for the presence of Lieutenant Ron Smith at the service for Deputy Anne Jackson, not a single member of the Seattle Police Department command staff would have been present at *either* of these services. Thank you, Lieutenant Smith, for *standing in honor*. It could not have gone completely unnoticed by the command staff members form other agencies that only one ranking member of the Seattle Police Department, the

*Continued on page 3*

### Remembering Our Fallen Heroes



James Wells EOW: 11-28-1897  
Trent Sickles EOW: 11-26-1935  
Theodore Stevens EOW: 11-27-1935  
Frederick Hull EOW: 11-15-1945  
Robert Allshaw EOW: 11-11-1968

**Gone But Not Forgotten**

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The Guardian

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# President's Message

By Sergeant Rich O'Neill, SPOG President



Here it is November already and the end of another year is in sight. I am looking forward to seeing the end of political signs, political commercials and the mailbox filled with political junk mail. Don't get me wrong, I believe in the political process and I know how important it is, but after a while it just gets old. I'd like to sit down and watch a football game on TV without having to listen to another candidate's commercial bragging about themselves and slamming their opponent. I'm not for big government but sometimes I wish campaign reform meant that you can only run one TV commercial every 8 hours. You can only have 1 yard sign per block and you have to collect them by the day after Election Day. And you serve jail time if you doorbell and interrupt someone's dinner. Oh well, at least it is over for another year.

Last month's *Guardian* generated quite a bit of feedback from a wide variety of people. I like that! I do not think the paper should ever be a fluff piece of "rah, rah, SPD." I also understand that it shouldn't be a negative "whine rag" where the disgruntled get to vent about all that ails them. I think our Editor does a fine job of balancing things. It is interesting that readers have different perspectives. An article that might be viewed as "negative" by some is looked upon as "telling it like it is" by another. I've also found that some will comment that "I personally wouldn't put my name on that, but I'm glad someone said it." With all that said I 'm aware that many people receive *The Guardian* each month, and it's also available online. I have made it a point to be more involved in *The Guardian* content since I became President and we get more positive feedback than negative. A few reminders are in order. The publication is the voice of the guild and although we all make up The Guild, no one individual has a "right" to have their article published in *The Guardian*. We have an Editor and an Editorial Board and they do edit and reject articles. There is no place for articles that mention names and are critical of another dues paying member. A point can be made without mentioning names. There is also no place for articles that discuss specific details of an open OPA investigation. Officers have enough "scrutiny" and "second-guessing" going on in disciplinary investigations; we certainly don't need the union paper doing it. I'm proud of *The Guardian* and have some ideas for continued growth and improvement. I'd like to see more officers submit articles. For instance, I would like to invite someone to spearhead a regular column where they interview officers, so we can all get to know each other better. We have 1200+ members and there are some interesting stories out there. Another idea for a column would be a "good news" section. We have a lot of officers who do a lot of amazing things in their free time. We have people who volunteer countless hours and I think it is important to celebrate their efforts. So I ask everyone to join me in taking pride in our paper and contribute your ideas for a new column.

I would also like to encourage all members to consider getting more involved with the Guild by running for a board position. This month nominations will open for all odd numbered board positions as well as the Sergeant-at-Arms spot. I think competition for office is a healthy sign. All it takes is getting ten SPOG members to sign your application, submit a picture with a description of yourself and you are on the ballot. Board members meet the first and third Tuesday of each month from 1-3pm. Board members receive a small stipend for their attendance. As a board member, you will receive training on representing the membership and you will vote on important decisions that come before the guild. SPOG is strong because many officers before us rolled up their sleeves and got

involved. The term of office is only two years. Perhaps it is time for you to roll up your sleeves and get involved? Check the Guardian and the website for nomination deadlines.

I'd like everyone to take the time to read the article on leadership that appears this month by Lieutenant Randy Sutton of the Las Vegas Metropolitan Police Department. I was so impressed by his description of leadership. In light of the fact that we now have a "Customer Bill of Rights" framed poster displayed in all city buildings, I thought how nice it would be if all of our command staff pledged to accept the "Ten Promises" outlined by Lieutenant Sutton. If that was the expectation from the top down, think how much better this department would be. I don't think that leadership comes with promotion. Some of our best leaders have never taken a promotional test, but I do think that the only way for our department to truly get better is for those good leaders to seek promotion. So many people who currently hold rank are very good managers, but not the best leaders. We need the good leaders to step forward. I was also impressed that the article doesn't dismiss low morale as "it has been like that in every department I've ever been with." Anyway, I hope you enjoy the Lieutenant's viewpoint.

With the elections over I'd like to clear up a misunderstanding. When SPOG makes an endorsement that does not mean that the PAC Committee has given funds to the candidate. In this recent election, our SPOG PAC only contributed to one candidate and that was for a state legislative race. Our PAC Fund continues to grow and we have intentionally been frugal with the funds. In 2009 we will have the Mayor's race and several city council seats up for election. We want to use these funds locally to promote candidates who will support you! We will oppose those who oppose us! Things will get started right after the first of the year. We need officers to serve on our Political Action Committee where they will have a voice in deciding who we endorse and who we will actively oppose. We also need all members to contribute to the PAC fund. If you haven't yet joined, please contact Sarah at the SPOG office and she will get you the paperwork. If everyone contributes a little each month, our fund will grow and we will be able to impact the local city elections by getting our message to the citizens. Get involved and join your fellow officers in by joining the PAC!

It is fitting at this time of the year to remember to give thanks for all our blessings. Although things are far from perfect, we all have been given gifts that others do not enjoy. Always back each other and Happy Thanksgiving!



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# Standing in Honor

Continued from page 1

largest department in the region, was present. I can not recall the last memorial service, or major law enforcement event, that I did not see Chief John Batiste, Chief of the Washington State Patrol, in attendance. Perhaps because of his stature, or that I have known him since I was 13 years old, he is just easily recognizable. I tend to believe he attends because he remembers where he once was...on the streets as a working troop. Perhaps he recalls what law enforcement officers, and their families, go through when the one wearing the badge leaves home; the possibility of not returning. They risk paying the ultimate price, giving the ultimate sacrifice...life in the service of their law enforcement duties.

Playing devil's advocate, perhaps there was a legitimate reason our command staff could not spare a single member to attend *either* of these LODD (Line of Duty Death) services. There is one member of the command staff that faithfully appears at services for fallen officers and even his face was not in attendance. I can only imagine there **MUST** have been a sound and concrete reason for his absence. After doing a little digging, I discovered there was a budget meeting on the day of the service for Officer Fairbanks. If the meeting was the reason for our command staff not making an appearance all I can say is, "Give me a \*+^%\$ %&!@#=# break". Under the circumstances, in just my opinion mind you, could ever so important a meeting not have been postponed, adjusted by a few hours, or altogether rescheduled to attend the service for a fallen comrade? Would a Commanding Chief not have the ability, and authority, to make that decision or express the importance of making an appearance? I can't

imagine a group of command staff members, who recall how dangerous life on the street is, not commenting on how someone should be there to represent the department. It is simply inexplicable. Our lives, those of our families, and any plans we have are routinely rescheduled due to some unforeseen event...you know, like the New Year's Eve celebration. The celebration that occurs every year but is still classified as a U.O. and red dotted so we can not have the night off.

Let's take a second to interpret this in a mathematical equation. If a department of 50 officers were to lose one member in the line of duty, that officer is a devastating loss to the department, the family, and the community. Compare that to a department that has, oh about 1,250 members. The larger department would have to lose about 25 officers in one incident in order to equal the level of devastation the smaller department experiences. Allow me to expound. For "The Chief" or "The Sheriff" of the smaller department to not attend, or send a single member of his/her command staff to, the services for 25 members of a single department lost in one incident, would be a slap in the face. Now do you follow where I am leading? Imagine the bewilderment on the faces of the command staff members representing the larger department when "The Chief" or "The Sheriff" (or a member of the command staff) of the surrounding department (s) does not bother to show up. I hope the smaller department has thick cheeks and can stand a huge slap in the face, because that is what they got. It is said that the success of any organization starts, and filters, from the top down. If the occupants of the lower rungs of this organization had the same mindset as those on the upper rungs, there would

not have been a single Seattle Police uniform at either of the recent LODD ceremonies. Sergeant Steve White was among a group of sergeants from this department that appeared at the LODD Ceremony for Officer Kris Fairbanks. I commend them for *standing in honor* and representing when others did not think it deserving of their time.

In addition to the two LODD services, I also attended the Canadian Western Region Law Enforcement Memorial Ceremony at the border in Blaine. It was an honor to attend, along with several other members of the Seattle Police Honor Guard and other local honor guard members, and stand beside our Canadian brothers and sisters in the badge. The most impressive part of the ceremony, in my humbled opinion, was hearing that not a single officer in the region was lost in the year 2007. How amazing it would be if we could say that each and every year here in the State of Washington. What I wouldn't give to not have to *stand in honor* of a fallen officer and listen to another Final Radio Call, 21 Gun Salute, or rendition of Amazing Grace on the bagpipes. Unfortunately, that is not the reality of our profession. Therefore, when the call is made, I will be there...*standing in honor*.

I hope my opinion has not offended anyone, it is simply my personal form of free-flowing facial flatulence in expressing my dissatisfaction with those members of our department that do not take, or make, the time to show respect for the fallen. Being the understanding individual I am, and accepting that some are put off by attending funerals, I expect that the number of those in that category should not diminish completely the show of Seattle Police Blue in

attendance at a service for a fallen officer. If you are offended by my opinion, deal with it; as I deal with the lack of Seattle Police uniforms at Line of Duty Death ceremonies. We should understand one thing, when one department loses an officer; we all lose, especially under horrid circumstances such as those that took the lives of Deputy Jackson and Officer Fairbanks. Perhaps the desire to show support for a fallen member of the law enforcement family would hit closer to home if, and when, one of our own stands in harm's path, as in the not too distant past, and pays the ultimate price. It is my sincere hope that it does not come to that, again. I hope when my time comes, and that it is not untimely and during an unfortunate incident while serving, that I am deserving of a "good bye" visit from those I hold near and dear. If those persons that I consider more than mere acquaintances change their opinions of me, and no longer wish to label me friend, I say this..."If you can lose me as a friend, we weren't really friends to begin with".

That concludes this session of CP's Corner. Remember, when you pin on your badge, strap on your sidearm, and begin your tour of duty, make sure the officer sitting next to you goes home at shift's end. That way, we all return to our loved ones.

Be safe and remember family comes first, and, as always, go home..."By any means necessary".



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# Officer of the Month

By Detective Christopher Hall, False Alarm Unit

The SPOG Officers of the Month for October 2008 are Officers Jim Shearer, Raul Vaca, Andy Zwaschka and Terrance Bailey of the West Precinct, as nominated by Sergeant Brian Kraus for their actions to an incident where they responded, under gunfire, in an exemplary and professional manner.

On 09-07-2008 at 0300 hours Officers Jim Shearer, Raul Vaca, Andy Zwaschka and Terrance Bailey were on police mountain bikes working in the area of Memorial Stadium monitoring a crowd that were at a party in the Exhibition hall just north of Memorial Stadium. An individual had approached Officers Shearer and Vaca and wanted to be escorted to his vehicle due to concerns that he had about a group of individuals that had earlier beaten and robbed his friend. The officers escorted this subject from Exhibition Hall (300 Mercer Street) to his parked vehicle in the 400 block of Republican Street.

When they rounded the corner riding eastbound on Republican Street the officers started receiving rounds from what they believed to be two shooters who had taken up positions along a brick wall in the very Northeast portion of the Memorial stadium parking lot. The officers were in full bike unit uniform and continued to receive rounds in their direction as they sought cover. As the officers closed in on the shooters, one of the suspects jumped into a vehicle and fled the scene. Several other suspects fled in various directions. Officer Vaca quickly and accurately broadcast the suspect vehicle description and direction of travel. Patrol units quickly located the vehicle

and two suspects were taken into custody without incident. While the vehicle fled, officers attempted to control the chaotic scene, secure the crime scene and apprehend the other outstanding suspects. 21 shell casings and a weapon were subsequently recovered.

Sergeant Kraus noted in the nomination that, “The officers reacted with bravery while under fire, advancing towards the shooters in an effort to stop their continuous fire. Their quick, decisive actions during this high-risk incident allowed one of the shooters to be arrested and prevented anyone from being seriously injured. Because of their actions during this incident, a real “bad guy” was taken off the street. (Note: The suspect arrested is under investigation for several other shootings, including a homicide.)”

As Officers of the Month, Officers Shearer, Vaca, Zwaschka and Bailey have selected the Help the Officer fund as the recipient of the \$250 SMCU donation. The officers would also like to recognize Sergeant. Kraus for his role in this event and his leadership.

Also nominated this month were Detectives Trent Bergmann and Dale Williams of the Vice Unit. Sergeant Jim Kelly nominated them for their consistent investigation and interview skills. As an example, Sergeant Kelly noted a recent arrest of a prostitute where they determined the prostitute was a homicide witness. It turned out she was a key witness and her information was provided to the homicide unit for their investigation.

# Down Under

By Sergeant Deb Nicholson, Employment Services



I recently attended the International Association of Women Police Conference in Darwin, Australia in September. This photo was taken while waiting for the opening ceremonies to begin. A reptile park was there and shared some of their “pets” with us. The conference was great and there were over 450 officers from 35 countries that attended. There was a wide variety of training topics that were covered. It was a successful conference and I found Darwin to be beautiful and Australians to be very friendly. I enjoyed some of their favorite sayings “No Worries” and “How ya going”, definitely laid back and easy going. Next year the conference will be held here in Seattle, September 20th to the 24th at the Westin Hotel. Check out our website: [www.iawp2009.org](http://www.iawp2009.org) for more information.

## 2008 GRAM Christmas Party

**Date: Saturday, December 13th**  
**Time: 1200 to 1600 Hours**  
**Location: SPD Pavilion at Police Range**

**Schedule of Events:**  
**Arts and Crafts; A Magician; A Clown; A Blow-Up Bouncer; Two Face Painters; Child ID Booth; and the arrival of Santa from the North Pole**

Santa’s helpers needed for: Stocking Stuffer Party on Thursday, December 11th at 1700 hours at the SPD Pavilion; And day of the event in staffing the various booths. Also needed is yummy cookies for the day of the event.

**Contact Mary Ann Unger via department email for more information regarding this event.**



Thank You to SMCU for their generous donation of \$250 to the Help the Officer Fund in the name of Officers of the Month, Officers Jim Shearer, Raul Vaca, Andy Zwaschka and Terrance Bailey. Your contribution is greatly appreciated!

\*\*\***Bacon Bowl President**\*\*\*  
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# Leadership: It's a Promise

By Lieutenant Randy Sutton, Las Vegas Metropolitan Police

Reprinted from the *LVPPA Vegas Beat*, with the author's permission

There is, perhaps, no greater honor earned than being chosen to lead others. It signifies that our agencies thrust our decision making, policy interpretation and principles. Leaders affect of an organization, and as agencies around the country compete for a diminishing pool of suitable applicants, an agency's leadership qualities help applicants decide which to join. In fact, leadership often becomes the deciding factor when potential employees are choosing an agency. How the current roster of commissioned officers feels about their leadership is widely known in the community, and people thinking about applying for vacancies will surely learn of those feelings.

Perhaps more importantly, leadership also plays a role in the retention of your current ranks. Low morale within the Department, which is most often related to leadership issues, is like a cancer. It not only erodes the agency from within but either prevents the development of the healthy growth that accompanies new hires, or quickly poisons the attitudes of those who do join its ranks.

In business, leadership affects profit, productivity and human relations. But in the world of law enforcement, leadership has a direct impact on lives. Not only in the lives of those we serve, but in the lives of those who serve the people – our nation's law enforcement officers.

The topic of police leadership is without a doubt the most frequently discussed factors or police operations, spanning every level of law enforcement organizations. However, the viewpoints and concerns of upper-level cops often conflict with those who actually perform the enforcement /service functions – the line officers and first line supervisors. While the characteristics and theories of leadership will forever be a matter of individual opinion and constant debate, until certain common

leadership values can be embraced by all levels, agencies and forever doomed to an environment of distrust and an absence of unity.

### Two Questions

Who bears the responsibility for generating positive change? And what must they do to nurture those changes?

Unquestionably, the top leadership of our law enforcement organization must step forward with courage and humility and declare that the law enforcement mission is too important to the security of our country to risk failure; and that they'll do everything necessary to ensure that all who serve in law enforcement will be guided by selfless and ethical principles.

While this may sound idealistic, it's actually a strategy that we, as a society, have employed for almost all of the most important decisions in our personal lives. It's a simple yet sacred statement that embodies the best of human intentions – a promise. A promise takes many forms throughout our lives. From youthful shared secrets to our wedding vows to our oaths of office, we hold dear the value of a promise.

As a young police officer, I yearned to believe in the dedication, fairness and ethical values of those who held positions of leadership within my organization. On more than one occasion, I was disappointed. All too often, I've shared the disillusionment of my co-workers, as those who I thought would make positive changes as they rose through the supervisory ranks adopted the very characteristics they themselves had vocally protested when they were life officers.

Although it takes years in most organization to rise in positions of leadership, the memories of co-workers last a lifetime, so leaders must fully understand that the ethics and integrity they displayed as officers

will follow them forever. Respect is something to be earned, and those who desire positions of leadership must accept that the surest way to sabotage the development of respect is to appear hypocritical.

I remember a high-ranking officer who, while speaking to a group of new sergeants at a leadership training session, spoke at length about treating subordinates with respect and dignity. Yet in his own dealings with some of the same supervisors attending the class, he was well known to be insulting and demeaning.

### Ten Promises

As I grew into a position to lead others, I came to believe that I, as well as every leader in a law enforcement organization, from field training officers to the chief, owe a set of 10 promises to those we lead. And I believe we must live up to these promises if we are to truly honor our leadership role:

1. I promise to treat you with respect and dignity regardless of rank or position.
2. I promise to be fair and impartial in matters or discipline and reward.
3. I promise to recognize your achievements and acknowledge your accomplishments.
4. I promise to keep your confidences.
5. I promise to understand that decisions made in the field are often arrived at during difficult, complicated situations, and that even if I might not personally agree with your decision, as long as it is reasonable, I will not criticize or second-guess you.
6. I promise to do my best to help you grow professionally.
7. I promise to care about you, both as a person and as a law enforcement officer.
8. I promise to understand that mistakes and misjudgments are a part of life and to be careful of overreaction to either.
9. I promise to be accountable for my own actions and to take responsibility and ownership for my decisions whether things go right or not.
10. I promise to understand the law enforcement mission and to do my best to fulfill it.

Regardless of rank or position, law enforcement requires extraordinary dedication and commitment. The men and women who each day must face the physical, emotional and spiritual dangers of the job have a right to believe their leadership cares about them and values them as human beings, as well as employees. They have the right to believe their leadership embraces strong ethical values, just as law enforcement leaders have a right to expect that their officers are committed to the organization and concepts of loyalty and commitment to justice.

That is a promise we owe to each other.

*Randy Sutton is a 32-year police veteran and field lieutenant with the Las Vegas Metropolitan Police Department. He is the author of "True Blue Police Stories by Those Who Have Lived Them, A Cop's Life and True Blue to Protect and Serve". He has written extensively on the topics of leadership and ethics and lectures nationally on policing with honor. He can be reached at [www.policingwithhonor.com](http://www.policingwithhonor.com) and [www.truebluestories.com](http://www.truebluestories.com)*

## Help Wanted

Officers of all ranks, spouses, significant others, grown children, retired officers and their significant others, family members, or anyone interested in the well being of SPD officers and their families.

The Seattle Police Support Group is currently compiling a list of interested parties willing to jump in and help out when a fellow officer is in need. No experience or meeting attendance necessary, just a cheerful attitude and a willingness to help. Please send your contact information to [SPDFSG@yahoo.com](mailto:SPDFSG@yahoo.com)

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The SPOG Board and Staff wish you and your family a

## Happy Thanksgiving

## SPOG Elections are Here

Positions open are: Sergeant-at-Arms, Position 1, Position 3, Position 5, Position 7, and Position 9.

Nominations open on **November 19th at 0830** and end on **December 17th at 1630**. Call the Guild Office for more information 206-767-1150

### NOMINATIONS OPEN

Odd Board Positions  
Nominations Open November 19th at 0830 Hours  
Nominations Close December 17<sup>th</sup> at 1630 Hours  
Photo and 250 word message must be submitted by close of nominations  
Contact the Guild at 206-767-1150 for more information

### SEATTLE POLICE OFFICERS' GUILD BOARD OF DIRECTORS NOMINATION FORM

Date\_\_\_\_\_

We, the undersigned, nominate \_\_\_\_\_for the position of \_\_\_\_\_ (Position #1, etc.) of the Seattle Police Officers' Guild.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

Nominee Signature\_\_\_\_\_

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## A Symbol of History

By Detective Danial Conine, South Detectives

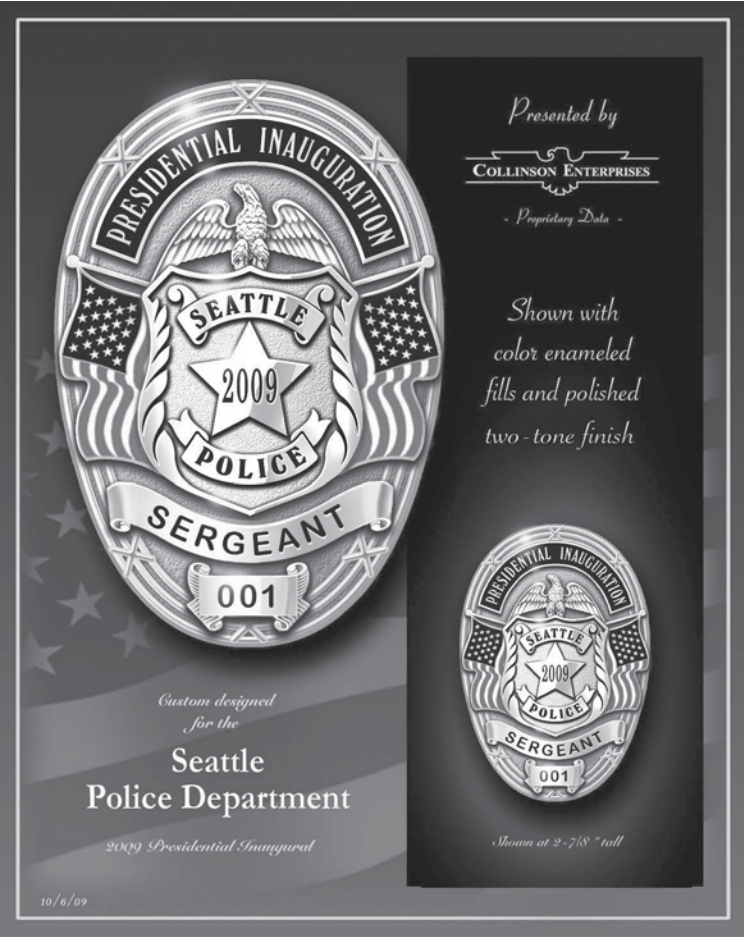
Whether you are going or not, and whether you voted for them or not, the 56<sup>th</sup> Inauguration of the President of the United States will occur on January 20, 2009 in Washington D.C.. Some of our fellow Seattle Police Officers will be there as part of the largest show of security in the country. The Presidential Inauguration is all about ceremony and tradition, and one of these traditions for law enforcement has become the issuance of inaugural police badges.

The issuance of presidential inauguration badges began in the 1930's when Washington D.C. Police created a unique badge containing the date of names of the President and Vice President being sworn in. This tradition continued and a new inaugural badge was created every four years as a piece of living history. The practice began to expand in 1976 when the D.C. Police created a bicentennial badge to celebrate this country's birth. Badges were created for each member of the department and were authorized to wear for the anniversary, and after the event the officers kept their badges as collectables of their service. The widespread issuance of inauguration badges by agencies outside of Washington D.C. began in 1981 with the inauguration of President Ronald Regan. Today over fifty local, state and federal law enforcement agencies create a unique inauguration badges as symbols of their participation.

The Seattle Police Department has sent officers to presidential inaugurations in

the past, but this year the practice has grown. As a commemorative token, Collinson Enterprise (the producer of badges for FBI, DEA, and other law enforcement agencies) has designed a unique collectable badge and lapel pin for active and retired members of the Seattle Police Department in recognition of our participation in the security of the inauguration ceremonies. These items are created as collectables only and are not real police badges authorized for use. The design incorporates details significant to the Seattle Police Department and to the 2009 inauguration.

These items can be purchased by going to the manufacture's website at [www.collinsonenterprises.com](http://www.collinsonenterprises.com) and selecting "custom badges for sale." The bottom two banners of each badge can be customized with your order. You can personalize it with your name, rank, unit name, or serial number, or you can keep it focused on the event with the last names of the President and Vice President or the date of the inauguration ceremony. The personalized badge and lapel pin set inside a deluxe presentation box will be personally shipped to you for \$65.00 each set. The badge alone will be shipped to you for \$55.00 each. A portion of each sale will benefit the new National Law Enforcement Memorial Museum that is scheduled to open in 2011. This is a rare opportunity to document your police service during these historic days, whether you will be in Washington State or Washington D.C. Remember, we only pass this way once.



Your Ad Belongs Here!  
Call Sarah at  
206-767-1150

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You already trust us to defend you in on-duty employment related matters, but we can also help with proactive planning for other important events in your life.

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# Intergenerational Equity

By Jeff M. Holy, LEOFF 2 Board of Directors, Spokane Police Department Retired

Over the past few years, there have been occasional attempts to play one generation of LEOFF2 members against another. The game today is no different than the last 30 years of successfully playing off LEOFF1 against LEOFF2. Divide and conquer is a cornerstone tactic of both military and political conflict. With some LEOFF members forced to compete with other LEOFF members for benefit funding, we are effectively defeating ourselves rather than focusing on accomplishing the type of retirement system that all LEOFF members deserve. We all intuitively understand how essential it is to present a unified front when engaging on any mission. Over the past 30 years, all LEOFF2 members have been working for the good of the LEOFF2 system, and the LEOFF2 system has continued to work for the good of all LEOFF2 members. All LEOFF2 cops and firefighters teaming up together to present a unified front has provided a strong political presence. Because of this, we now have control of our own system and have succeeded in gaining a volume of LEOFF2 improvements.

A term has been created to highlight the possibility of unequal allocation of benefits and cost among the total LEOFF2 membership: “Intergenerational Equity.” This term was first brought to my attention during a 2008 LEOFF2 Staff presentation on a specific benefit improvement. The included definition simply stated, “Intergenerational Equity is basically having a member pay for the benefit he or she receives.” Presumably, this term will now be used as an inflammatory catch phrase to protest any benefit improvement that begins to be paid for by working Cops and Firefighters at about the same time as such benefit becomes available to them, and yet is applied equally to all LEOFF2 members.

The implication is that it would be inequitable if active LEOFF2 members paying for the benefit would have to subsidize those members already having retired, therefore the benefit should only be given to active members. Or possibly, that mid-career LEOFF2 members will have longer to pay than those members close to retirement, therefore the benefit should only be given to the mid-career members or those younger. Or possibly, that the younger members will be subsidizing all of the mid-career, late-career and retired officers, therefore only the youngest officers should receive the benefit. Or possibly . . . You get the idea. That half of the LEOFF2 membership that is on the young side of a career now will be on the later side of their careers in a short ten years. Any cost savings today’s young member may gain by only asking for benefits that are

prospective, (given only to members active after a future date) will become a grave disadvantage as all members will soon enough move into that senior status where then newer benefits will also pass them by.

Your perspective will very quickly change as you progress through what is a relatively short career. When someone who is hired ten years from now becomes that young P.D. or F.D. member who wants to save a few dollars by only supporting a prospective application of a new benefit, then *you* will become the one being denied that benefit. As you had expected to be included in that new benefit that has taken twenty years of total LEOFF2 membership cost, lobbying, resources, money, risk and effort (including yours) to achieve, you will be expected to graciously accept being denied the results of that long term membership effort. This will most assuredly guarantee “Intergenerational Equity?”

If any LEOFF2 member is denied a benefit today, ultimately all current LEOFF2 members will be denied benefits at the hand of future members.

The whole concept of Intergenerational Equity is an illusion. If such an equity were to exist, then all young and future LEOFF2 members would have to repay previous members for the time, effort, cost, political lobbying, risk, individual payroll assessments, WACOPS & WSCFF funds applied, and volunteer campaign labor necessary not just for I-790, but also for every pre-initiative LEOFF2 improvement achieved. There never need be any rallying cry among younger LEOFF2 members declaring that they appreciate and want to pay their part for all the costs and efforts made by senior LEOFF2 members over the past 30 years. To do so would be absurd. There hasn’t been a single LEOFF2 member I have ever worked with that would expect anything more from younger members other than to take the torch as we pass it and work as hard as we have to make the future LEOFF2 system a better system for all members. There never will be fiscal equity among members working together to achieve that which none of us individually ever could, nor should it be expected. We have become what we are in LEOFF2 because of so many willingly contributing to a collective effort, resulting in a collective benefit.

Years ago, I was present at the Snoqualmie Pass WACOPS meeting that became the genesis for I-790. After a lot of tactical discussion, Ted Campbell finally called out (in a very colorful, forceful and direct manner) that we were all tired of approaching the legislature with our hat in hand

and asking for a handout – we needed to commit to running an initiative now. The benefit of one person’s conviction building momentum to a point where multiple State Councils agreed to take action together became a LEOFF2 project of great size, cost and commitment. There never will be any fiscal assessment attached to the benefits future generations of LEOFF2 members derive from this effort. None was ever expected.

If this sounds like a “One for all and all for one” message, you are beginning to understand. This is why we are strong. This is why we have been successful. If LEOFF2 starts to create differing levels of benefits based simply on when a member was in the system, this creates a division of members and potentially plays each generation against all others. Ultimately, it will play LEOFF2 membership against itself. Establishing a multi – tiered retirement system having one group receive differing benefits from others, may well dissolve the ability of LEOFF2 members to act in unity with strength. More to the point, as the LEOFF2 benefits evolve, how many different levels of benefits will be allowed to co-exist within the same system? The answer seems only to be limited by the number of future prospective benefits that may be approved. This is divisive and confusing at best, and more so appears to be self-defeating once such a differing benefit system exists. Never forget that we are where we are, due to all members having worked together toward common goals. This is our mission. This is our strength.

Beyond the illusion of Intergenerational Equity, exists the reality of radical changes evolving in LEOFF2 funding sources. The presence of member resistance to increased retirement contributions beyond a certain percentage of income has been discussed on many occasions. Over a period of time, I have become aware of increasing resistance to contributions beyond ten percent (10%) of a member’s gross income. The limitation of contributions as being inadequate for benefit improvement was clear enough that the legislature provided an alternate revenue source for LEOFF2 last year. Not only does the establishment of alternate revenue recognize the limitations of contributions as a benefit

funding source, but it also provides an existing structure to continue to add new sources of alternate revenue. Over time, this structure should develop into that necessary source of funding adequate enough to provide for those benefit improvements not available through contributions alone. Past analysis of the increase in member contributions required as a sole source of outside funding in purchase of any given major benefit has repeatedly caused a “sticker shock” response by members. Thus even the potential for future generations of members paying for any major benefit is almost nonexistent. Reality is that only an alternate source of revenue would be sufficient enough to purchase a major benefit without severely impacting a member’s take home pay. Therefore not only is Intergenerational Equity an illusion, it is also obsolete as LEOFF2 members have to move beyond contributions toward alternative revenue sources to fund future desired benefit improvements. Alternate revenue sources do not disproportionately impact one generation of members over another. No one generation of members is paying for a benefit improvement, as the revenue stream comes from *alternative external sources*, as it’s title indicates.

Looking back over the past 31 years of LEOFF2, the original 1977 barren benefit level with a retirement age of 58 was an insult to public safety. Countless hours of meetings, lobbying, campaigning, effort, cooperation between several representative organizations, union activity, election of some of our members to public office, and spending a whole lot of our own money, all together has resulted in those benefit improvements we currently receive. These accomplishments were not by accident, but rather by careful planning and design of a common purpose that all members deliberately moved to accomplish. LEOFF2 has been and still is, “One for all and All for One.” This is our mission. This is our strength. This is the single most important reason we will continue to succeed.

Of course, this is just one man’s battle proven opinion . . .

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# 8<sup>th</sup> Annual SPD Foster Child Holiday Program

## November 18 – December 13

Once again the Seattle Police Department is pleased to participate in the DSHS Division of Children and Family Services gift-giving program this holiday season, by sponsoring children in foster care in the City of Seattle. This has become a yearly tradition for the SPD family of employees - making sure these little ones are not forgotten!

This is how SPD employees can help:  
Beginning Nov 18 the “Wish List” displays will be set up throughout the Department.  
Select a child to sponsor by removing the “Wish List” for the child you choose

- Fill out the sign up sheet at the display
- Purchase gifts
- Wrap the gifts (following instructions on the “Wish List”)
- Return all gifts to the display area by December 8<sup>th</sup>.

If you do not wish to sponsor a specific child, we are also happy to accept unwrapped gifts – or gift cards.

~~ **SAVE THE DATES** ~~  
Once again we will need volunteers!  
**MON-SAT DEC 9-13<sup>TH</sup> AT THE WORKSHOP**  
**SAT – DEC 13<sup>TH</sup> – VOLUNTEERS FOR GIFT DELIVERY**

More information about volunteering will come out in November when the displays are set up. Watch the NOTICES for details. I have asked Officers Eric Michl and Mich Kane to assist in coordinating the volunteer SPD employees for the deliveries. Sworn and civilian employees can both help in the workshop and with the deliveries. We also welcome spouses of SPD employees, and retired employees – so **SAVE THE DATES!**

Each year I am touched by the generosity and giving spirits of SPD employees, you have brought many, many, smiles to some unfortunate little ones. These kids need our support! Please show them we care!

*If you have any questions regarding this program, contact:*  
Coordinator / Linda Spromberg  
SPD Communications  
206-684-8637 or [linda.spromberg@seattle.gov](mailto:linda.spromberg@seattle.gov)

## NPP

By Officer Pete Cavinta, West Precinct



**"We proudly back and support the men & women of the Seattle Police Department"**

Tina Bueche  
SPD Proprietor & Friend

Fashion for women from local artists and interesting lines from everywhere....

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Hours: 10-6 M-Th, 10-7 Fri,  
12-6 Sat, 12-4 Sun



# Retired News

By Mike Germann

## NEW SEATTLE POLICE DEPARTMENT RETIREMENTS

Nothing new to publish this month.

## POLICE GUILD RETIREES’ PENSION RETRO PAID TO THOSE SO ENTITLED

The Seattle Police Pension payroll date of October 31, 2008 proved to be the largest in the history of the plan.

Police Guild retirees and lawful beneficiaries (widows), so entitled, received pension retro payments totaling over \$4 million. These ESCALATOR pension increases are entitlements from the recently settled contract between the City of Seattle and the Seattle Police Officers’ Guild, dating back to December 27, 2006. THESE PAYMENTS ARE ONLY FOR SEATTLE POLICE PENSION RETIREES AND LAWFUL BENEFICIARIES ENTITLED TO ESCALATOR BENEFITS. NOT ALL GUILD RETIREES OR WIDOWS ARE SO ENTITLED. By the time you read this article, you should have received both your retro payment for all of 2007 and through October 31, 2008, plus your new current monthly rate.

Most of those so entitled are going to be pretty happy with their payment. The phones in the Police Pension Office will start ringing off the hook. To cut down on the volume of telephone traffic, here are four common questions and answers:

- What is all this money for?  
Answer: It’s part of your police pension entitlement under R.C.W. 41.20, sometimes called the ESCALATOR
- Are Police Pension Office employees sure that what I’ve been paid is correct?  
Answer: It is correct.
- Can I spend this money or are you going to ask me to send it back?  
Answer: It’s all yours to do with as you please.
- My retired officer buddy got a different amount than I did and we were both hired together, etc.  
Answer: Pension benefit calculations are set by state law and literally no two retirees are exactly the same for a whole bunch of reasons. Your pension benefit is unique to you and you alone.

Some of you will be receiving Police Pension (City) monthly payments that you’ve not received previously or at least not for a while. POINT: if you’re not on direct deposit for pension payments, you need to do so. Call the State @ 1-800-547-6657 concerning your LEOFF I payment or Police Pension at (206) 386-1286 for your City Police Pension payment, as it applies to you.

## 2009 POLICE PENSION GUILD ESCALATOR

The next pension benefit increase resulting from the Seattle Police Guild ESCALATOR is due on January 7, 2009. This time it will be an increase of 5.5% across the board. Pension Office staff will begin calculating this increase to those so entitled following the October 31<sup>st</sup> retro payments.

## 2009 NON-SWORN POLICE PENSION ESCALATOR INCREASE

The Seattle Police Pension Board, at their September 30, 2008 business meeting, set the 2009 non-sworn Police Pension Escalator increase. The amount is a 4.5% increase across the board. This only applies to the four remaining non-sworn retirees belonging to the Seattle Police Pension

Fund. This 4.5% increase becomes effective on January 7, 2009.

## POLICE PENSION PLAN FISCAL SECURITY

Some Seattle Police Pension Plan retirees have called because they are worried about the solvency (ability to pay) their on-going Police Pension retiree benefits.

**LET ME TELL YOU THIS LOUDLY AND CLEARLY:** Your Police Pension payment is safe and will be paid to those so entitled as police pension law mandates, no matter what is going on with the local or national economy. There is no reason for Seattle Police pensioners and lawful beneficiaries to be fearful that your pension is in jeopardy. IT’S NOT! Nuff said.

## POLICE MANAGEMENT NEGOTIATIONS ON-GOING

Those retired Seattle Police Management Association personnel (mainly lieutenants and captains) and lawful beneficiaries that were expecting a pension escalator increase in 2009 are on hold pending the outcome of labor negotiations. S.P.M.A. and the City of Seattle are trying to negotiate a new agreement, but nothing has happened so far. S.P.M.A. President, Captain Dan Oliver, and his negotiators are working hard to finalize a new contract. New developments will be published when received.

## **RETIRED SEATTLE POLICE OFFICERS’ ASSOCIATION NEWS** **RETIRED SEATTLE POLICE OFFICERS ASSOCIATION** **Minutes of the Monthly Meeting** **October 8<sup>th</sup> 2008**

Vice-President, Dick Rovig, called the meeting to order at noon in the dining room of the Four Seas Restaurant at a 8<sup>th</sup> S and King Street. Rovig welcomed first time attendee John Moffat and asked him to lead the Pledge of Allegiance. Following that Rovig, asked for a moment of silence for Joanne Pavlovich Stanton who passed away September 21<sup>st</sup>.

Roll call of Officers showed Rovig, Nick Bulpin, John Nordlund and Paul Peterson to be present with President Taylor, Mike Slessman, Pat Munter and John Sullivan excused.

Rovig indicated the minutes of the August meeting have been distributed and asked for any corrections or additions. Ed Turner made a motion to accept the minutes as written, seconded by John Guich and passed.

Nick Bulpin gave the financial report and upon the completion noted the report would be submitted for audit.

Rovig reported the IRS has provided for a \$3000.00 income tax deduction for dependant medical and long-term care insurance. They require that you be a public safety officer and the medical premiums be deducted directly from your pension check by the Department of Retirement Systems.

Rovig reported 41.20 retirees will be getting retro-active pay checks from the city issued October 31<sup>st</sup>.

John Guich reminded everyone of the up-coming RAP Christmas lunch is to be held December 6<sup>th</sup> in the dining room of the Lake City Elks. Social hour at noon with lunch at 1300 hours, the cost is \$25.00 per person and that includes 2 drinks hosted by RAP.

Rovig stated the Call Box deadline is October 15<sup>th</sup>. Howard Monta stated he is in negotiations with Ann Rule to attend the November meeting as guest speaker.

Rovig reported the retired Seattle Police Management Association personnel (mainly lieutenants and captains) and lawful beneficiaries that were expecting a pension escalator increase in 2009 are on hold pending the outcome of labor negotiations. SPMA and the City of Seattle are trying to negotiate a new agreement, but nothing has happened so far. SPMA President, Captain Dan Oliver, and his negotiators are working hard to finalize a new contract. New developments will be published when received.

There being no further business Dwaine Coverson made a motion to adjourn with a second by Ed Turner. 39 people then enjoyed another great lunch.

## Nick Bulpin Secretary/Treasurer MEDICARE REIMBURSEMENT CLAIMS FOR 2008 COMING DUE

Published in this issue of the Guardian, and also next month, is a clip-out reimbursement request form for retired Seattle Police Pension LEOFF I and ESCALATOR members, but not lawful beneficiaries, to claim your Medicare, Part B, and related Medicare expenses. When completed and filed with your Seattle Police Pension Office, your claim will be processed and paid after year end.

IMPORTANT NOTE:  
The standard Medicare, Part “B”, premium for most enrollees is \$96.40/month. Your 2009 Part B premium is likely to be the same as 2008, \$96.40/month. IF YOU ARE NOT PAYING THE STANDARD PART B RATE, BUT SOMETHING HIGHER OR LOWER, STRIKE OUT THE \$96.40 STANDARD RATE AND PUT IN YOUR TRUE MONTHLY RATE. ALSO, YOU ARE REQUIRED TO SUBMIT WIRTTEN PROOF OF YOUR ACTUAL NON-STANDARD RATE IF IT APPLIES TO YOU. Federal legislative changes have created this situation.

Call Tom Grabicki in the Seattle Police Pension Office at (206) 386-1287 if you need help with your reimbursement request.

**MERRY CHRISTMAS!**  
RAP’S 2008 Christmas Buffet Luncheon is coming pretty soon  
Saturday, December 6, 2008  
Social Hour: Noon to 1:00 p.m.  
Dress: Casual Christmas

Buffet: 1:00 – 3:00 p.m.  
Lake City Elks, one block east of NE 145 and Lake City Way NE  
Main dining room  
\$25.00.person (includes first two bar beverages supplied by RAP)  
Main attractions: Prime Rib and Salmon

Seating arrangements: 8-10 seat tables  
Pick a table as a group or be surprised!

Please RSVP ASAP and send “RAP” checks to:  
John Guich  
315 NW 182<sup>nd</sup> Street  
Shoreline, WA 98177  
206-546-1425  
guichj@comcast.net

Questions? Call or email John







# Editor’s Notes

By Detective Ron Smith, Editor



I have heard from many of you urging me to resume writing my usual article on this page. Due to the hand that I have been dealt, I will keep my opinions to myself until which time the entire issue has been resolved. However I would be remiss if I did not offer this advice; take the training provided by the Advanced Training Unit and Firearms Training Unit very seriously, and practice what you learn. As you know, when the proverbial pooh hits the fan, you will rely on these skills that have been ingrained with training, which very well may save your life. I would also urge each of you who do not currently possess a concealed weapons permit to consider getting one; as you never know when you actually might need one. Don’t get caught short! Finally, thank you from the bottom of my heart to those members from the North Precinct who so generously stepped up to help me out recently; wow! Feel free to contact me at [spoguardian@yahoo.com](mailto:spoguardian@yahoo.com).

## Seattle Police Relief Association Whistler Condo Reservations 2010 Olympic Winter Games!

The Relief Association will hold a special drawing for reservations at the Whistler condo during the 2010 Winter Olympics. The drawing will be held on November 15, 2008 for SPRA members only. There will be a 4-night maximum stay during the month of February 2010. The rate will be \$85 per night (plus the \$100 standard refundable cleaning/damage deposit). The maximum stay was reduced to allow more SPRA members to use the condo and enjoy the games, so be sure to get your name in the drawing!

To enter the drawing you may email Lisa at [lisar@reliefassociation.org](mailto:lisar@reliefassociation.org), telephone our office at 206/726-9095, or complete the condo drawing form below and submit it to the SPRA. Please provide your name, serial number, telephone number, and the dates you wish to stay. You must be a member of SPRA to use any of the condos. Thank you and good luck!

**Olympic Games Dates:** February 12 to 28, 2010.

**Events at the Whistler Venue:**

Alpine Skiing: Downhill, Super G, Giant slalom, Slalom, Combined  
Nordic: Biathlon, Cross-country skiing, Nordic combined, Ski jumping  
Sliding: Bobsleigh, Luge, Skeleton

For information regarding the games and tickets, visit: [www.vancouver2010.com](http://www.vancouver2010.com) or [www.CoSport.com](http://www.CoSport.com).

**SEATTLE POLICE RELIEF ASSOCIATION**  
2517 Eastlake Ave E #101 Seattle WA 98102  
206/726-9095, fax 726-8767  
email [lisar@reliefassociation.org](mailto:lisar@reliefassociation.org)  
website: [reliefassociation.org](http://reliefassociation.org)

**WHISTLER CONDOMINIUM DRAWING FORM  
FOR FEBRUARY 2010**

NAME \_\_\_\_\_ SERIAL # \_\_\_\_\_  
TELEPHONE # \_\_\_\_\_ UNIT # \_\_\_\_\_

Desired dates/length of stay (Please note there is no guarantee of the availability of time requested)



The Keystone Kops and IFA Chapter 17  
*presents:*

**The Spring Event  
Crab and Pasta Dinner**  
Saturday, February 7th

**Only \$25 per person: All the crab you can eat!**  
6:00pm (social hour), 7:00pm (dinner), 8:00pm (auction)  
Seattle Police Athletic Assn. Range  
11030 E. Marginal Way S.

**Fantastic Door Prizes, Raffle, and Grand Auction Items**

**Questions about the event?** Call Gene Willard, 206-409-3663, Tony Rago, 206-293-2742, Mike Slessman, 206-363-7246 or any Keystone Kop

# Calendar of Events

- Veteran’s Day (SPOG Office Closed)**  
Tuesday, November 11th
- Seattle Police Relief Association board meeting at the SPRAG Office**  
Wednesday, November 12th at 1300 hours
- Seattle Police Officers’ Guild general membership meeting at the SPOG Office**  
Wednesday, November 19th at 2000 hours
- Thanksgiving**  
Thursday, November 27th (SPOG Office closed Thursday and Friday)

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Happy Thanksgiving from everyone at Blumenthal.  
Offer expires 11/30/08 and subject to availability. Payment due at time of purchase.



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**Seattle**  
8610 Aurora Ave N  
800-537-5277  
M-F 9:00am - 5:30pm  
Sa 9:00am - 1:00pm

**Des Moines**  
21621 Pacific Hwy S  
800-495-6265  
M-Th 10:00am - 6:00pm  
Fr 10:00am - 5:30pm

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## At the 19th Hole



L-R: Marty White, Don Henderson, Scott Smith, Landy Black

Retired Sergeant Marty White, now living in Coulterville, California; and Landy Black (retired Captain), now living in Woodland, California; got together with retired Detective Don Henderson, still residing in the Northwest, who was visiting California. On October 1st, we played a round of golf at the Brookside Country Club in Stockton, California. Detective Sergeant Scott Smith who works with Chief Black at the Davis (CA) Police Department, hosted the foursome. It was beautiful, sunny, 90 degree fall day — perfect day for golf. Many war stories and memories were exchanged. I don’t recall the scores (who cares anyway), but we all reached the 19th hole.